



**GOVERNMENT PERFORMANCE
AND
RESULTS ACT**



**STRATEGIC PLAN
AND
ANNUAL PERFORMANCE PLANS
FOR
FISCAL YEARS 1998 THROUGH 2002**

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Introduction

The Government Performance and Results Act (GPRA) is the primary legislative framework through which agencies will be required to set strategic goals, measure performance, and report on the degree to which goals were met. It requires each federal agency to develop, no later than the end of fiscal year 1997, strategic plans that cover a period of at least 5 years and include the agency's mission statement; identify the agency's long-term strategic goals; and describe how the agency intends to achieve those goals through its activities and through its human, capital, information, and other resources. Under GPRA, agency strategic plans are the starting point for agencies to set annual goals for programs and to measure the performance of the programs in achieving those goals.

GPRA requires that each agency submit to the President and to the appropriate authorization and appropriations committees of Congress an annual report on program performance for the previous fiscal year (copies are to be provided to other congressional committees and to the public upon request). The first of these reports, on program performance for fiscal year 1999, is due by March 31, 2000, and subsequent reports are due March 31 for the years that follow. In each report, an agency is to review and discuss its performance compared with the performance goals it established in its annual performance plan.

Congaree Swamp National Monument's Strategic Plan has five Park Mission Goals, which represent a future (10+years) desired park condition. For each of the Mission Goals, long term goals (5 years) were established. Each goal has an established realistic achievable condition. Annual goals and work plans will be established for each long term goal to represent a general function/accounting for the Long term goals.

CONGAREE SWAMP NATIONAL MONUMENT

PARK PURPOSE

The purpose of Congaree Swamp National Monument is to preserve and protect an internationally recognized old-growth southern bottomland hardwood forest ecosystem and to perpetuate its wilderness values for the education, inspiration, and enjoyment of present and future generations.

PARK SIGNIFICANCE

Congaree Swamp National Monument:

Is the largest intact tract of old-growth bottomland hardwood forest in the United States.

Includes one of the tallest temperate deciduous forests in the world.

Features many national and state champion sized trees representing a variety of species and provides suitable habitat for numerous future champions.

Is a congressionally authorized wilderness area in close proximity to a major eastern metropolitan area.

Provides an ideal location for benchmark research on a unique, virtually undisturbed forest ecosystem in the United States.

Is a barometer area for detecting global environmental change.

Is an ecosystem with high biodiversity.

PARK MISSION

Congaree Swamp National Monument protects in its wilderness state the largest remaining intact tract of old-growth southern bottomland hardwood forest ecosystem in the United States for the enjoyment and education of and research by the public.

Goal Category I: Preserve Park Resources

Mission Goal Ia: Natural and cultural resources and associated values are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

This goal, which encompasses the broad mandate of the NPS Organic Act and subsequent legislation, includes the concepts of biological and cultural diversity. Long-term goals related to this mission goal include the protection, restoration, or maintenance of ecosystems, rare plant and animal populations, archeological resources, relevant to the purpose and significance of the park. Long-term goals that deal with threats to natural and cultural landscapes or the perpetuation of wilderness values also relate to this mission goal.

Long Term Goal Ia0A: By September 30, 2002, 30% of identified threats to the Monument's wilderness character, associated values, and aesthetic qualities are eliminated.

What gets reported: All effort expended in preserving, protecting, restoring, maintaining, or evaluating the wilderness character of the designated sections of the Monument.

Baseline: The total number of threats identified by the end of FY 1997.

Unit measure: Number of threats.

Contact person: Wes Henry 202-208-5211

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL Ia0A INTERNAL WILDERNESS THREATS ARE ELIMINATED.														
FY 98 Annual Goal			FY 99 Annual Goal			FY 00 Annual Goal			FY 01 Annual Goal			FY 02 Annual Goal		
5% of internal threats to the Monument's wilderness character will be eliminated.			15% of internal threats to the Monument's wilderness character will be eliminated.			20% of internal threats to the Monument's wilderness character will be eliminated.			25% of internal threats to the Monument's wilderness character will be eliminated.			30% of internal threats to the Monument's wilderness character will be eliminated.		
FY98 Annual Work Plan			FY99 Annual Work Plan			FY00 Annual Work Plan			FY01 Annual Work Plan			FY02 Annual Work Plan		
<ul style="list-style-type: none"> - Partner with appropriate officials to reduce overflight impacts. - Reduce internal impacts on wilderness character of Monument. 			<ul style="list-style-type: none"> - Partner with appropriate officials to reduce overflight impacts. - Construct air quality monitoring station outside potential wilderness. - Reduce internal impacts on wilderness character of Park. - Complete first draft of Wilderness Mgt. Plan. 			<ul style="list-style-type: none"> - Partner with appropriate officials to reduce overflight impacts. - Reduce internal impacts on wilderness character of Park. - Complete Wilderness Management Plan. 			<ul style="list-style-type: none"> - Partner with appropriate officials to reduce overflight impacts. - Reduce internal impacts on wilderness character of Park. - Establish monitoring program to document impacts to wilderness character. 			<ul style="list-style-type: none"> - Partner with appropriate officials to reduce overflight impacts. - Reduce internal impacts on wilderness character of Park. 		
Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt	5,000	.2	Mgmt	5,000	.2	Mgmt	5,000	.2	Mgmt	5,000	.1	Mgmt	5,000	.2
Admin	1,000	.1	Admin	1,000	.1	Admin	1,000	.1	Admin	1,000	.1	Admin	1,000	.1
Interp	3,000	.1	Interp	3,000	.1	Interp	3,000	.1	Interp	3,000	.1	Interp	3,000	.1
Prot	9,000	.1	Prot	9,000	.1	Prot	10,000	.1	Prot	10,000	.1	Prot	10,000	.1
Maint	2,000	.1	Maint	2,000	.1	Maint	2,000	.1	Maint	2,000	.1	Maint	2,000	.1
RM	20,000	.5	RM	20,000	.5	RM	20,000	.5	RM	20,000	.5	RM	20,000	.5
Total	40,000	1.1	Total	40,000	1.1	Total	41,000	1.1	Total	41,000	1.1	Total	41,000	1.1

Long Term Goal Ia01B: By September 30, 2002, 3% of the feral hog population will be removed from the Monument.

Impacts from exotic animal species directly affect other natural resources and can result in severe and persistent changes to habitat conditions and ecosystem functions that may disrupt natural processes, and otherwise destroy natural systems.

What gets reported: All effort expended in research, planning, and compliance for the removal of feral hogs and actual removal efforts and monitoring.

Baseline: The total number of hogs identified by the end of FY 2000.

Unit measure: Number of hogs.

Contact person: Bobbi Simpson 803-776-4396

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL Ia01B: FERAL HOG POPULATION IS REDUCED.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
		Baseline for feral hog population size will be established and alternative methods for reduction will be researched.	Public review and input on alternative methods for reduction will be sought.	Feral hog population is reduced by 3%.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
	<ul style="list-style-type: none"> - Report resource damage. - Recruit academic interest in studying COSW hog population. - Request funding to develop action plan for feral hog reduction. 	<ul style="list-style-type: none"> - Determine feral hog population size (baseline). - Investigate resource damage. 	<ul style="list-style-type: none"> - Investigate resource damage. - Develop environmental assessment for feral hog reduction program. - Conduct public meetings; issue press releases, inform park neighbors and visitors, etc. regarding reduction plans. 	<ul style="list-style-type: none"> - Hire/recruit personnel to implement reduction program. - Begin implementation of feral hog reduction program. - Investigate resource damage.

Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt			Mgmt			Mgmt	5,000	.1	Mgmt	5,000	.1	Mgmt	5,000	.1
Admin			Admin			Admin	5,000	.1	Admin	5,000	.1	Admin	5,000	.1
Interp			Interp			Interp	1,000	.1	Interp	1,000	.1	Interp	1,000	.1
Prot			Prot			Prot	10,000	.1	Prot	10,000	.1	Prot	10,000	.1
Maint			Maint			Maint	2,000	.1	Maint	2,000	.1	Maint	2,000	.1
RM			RM			RM	20,000	.5	RM	20,000	.5	RM	20,000	.5
Total			Total	1,000	.1	Total	43,000	1.0	Total	43,000	1.0	Total	43,000	1.0

Long Term Goal Ia02B: By September 30, 2002, 15% of the 1997 identified Monument populations of federally listed threatened and endangered species with critical habitat on Monument lands have a stable population.

Federally listed threatened and endangered (T&E) species in the national park system are integral to the natural systems the National Park Service is charged to protect. This goal responds to the NPS Organic Act (T&E Species) and to the Endangered Species Act which requires Federal Agencies to develop programs for the conservation of listed species and reflects the Monument's responsibility to know the condition of its resources.

The servicewide T&E species long-term goal has been defined to include only those species in parks where there are specific recovery plans assigned to the National Park Service in official US Fish and Wildlife Service recovery plans or where critical habitat was officially designated within the park (Reported to Goal Ia2). The Monument contains habitat for federally threatened and endangered species for which recovery plans have not yet been developed not for which NPS-specific actions have been identified (Report to 1a02B).

What gets reported: All effort expended in preserving, protecting, restoring, maintaining, monitoring, or evaluating the habitat of all T&E species in the park, and all effort expended in mitigating any impacts that affect critical habitat or the T&E species populations.

Baseline: The total number of T&E species populations documented by the end of 1997. Note that this counts the total number of populations rather than the number of individuals in a population or a population count.

Unit measure: Number of populations.

Contact person: Gary Johnston 202-208-5886

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL Ia02B HABITAT FOR SPECIES AT RISK IS RESTORED, MAINTAINED.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
85% of potential threatened and endangered species that may occur within the monument based on site requirements and regional distribution will be verified.	3% of the 1997 identified Monument populations of federally listed threatened and endangered species with critical habitat on park lands have stable populations.	6% of the 1997 identified Monument populations of federally listed threatened and endangered species with critical habitat on park lands have stable populations.	10% of the 1997 identified Monument populations of federally listed threatened and endangered species with critical habitat on park lands have stable populations.	15% of the 1997 identified Monument populations of federally listed threatened and endangered species with critical habitat on park lands have stable populations.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Complete T&E plant survey. - Inventory/evaluate 20% of red cockaded woodpecker habitat. When nests are found they will be monitored and protected. 	<ul style="list-style-type: none"> - Inventory/evaluate 20% of red cockaded woodpecker habitat. When nests are found they will be monitored and protected. Enhance habitat through prescribed burn. - Monitor and protect species identified in fy98 survey. - Obtain USFWS Recovery Plans for all T&E species in Richland County. - Conduct annual bald eagle survey. 	<ul style="list-style-type: none"> - Inventory/evaluate 20% of red cockaded woodpecker habitat. When nests are found they will be monitored and protected. Enhance habitat through prescribed burn. - Monitor and protect species identified in fy98 survey. - Conduct annual bald eagle survey. - Monitor and protect species identified in fy99 vegetation survey. 	<ul style="list-style-type: none"> - Inventory/evaluate 20% of red cockaded woodpecker habitat. When nests are found they will be monitored and protected. Enhance habitat through prescribed burn. - Monitor and protect species identified in fy98 survey. - Conduct annual bald eagle survey. - Monitor and protect species identified in fy99 vegetation survey. 	<ul style="list-style-type: none"> - Inventory/evaluate 20% of red cockaded woodpecker habitat. When nests are found they will be monitored and protected. - Monitor and protect species identified in fy98 survey. - Conduct annual bald eagle survey. - Monitor and protect species identified in fy99 vegetation survey.

Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt	1,000	.0	Mgmt	1,000	.0	Mgmt	1,000	.0	Mgmt	1,000	.0	Mgmt	1,000	.0
Admin	1,000	.0	Admin	1,000	.0	Admin	1,000	.1	Admin	1,000	.1	Admin	1,000	.1
Interp	1,000	.1	Interp	1,000	.1	Interp	1,000	.1	Interp	1,000	.1	Interp	1,000	.1
Prot	5,000	.1	Prot	5,000	.1	Prot	5,000	.2	Prot	5,000	.2	Prot	5,000	.2
Maint	2,000	.1	Maint	2,000	.1	Maint	2,000	.2	Maint	2,000	.2	Maint	2,000	.2
RM	17,000	.3	RM	16,000	.1	RM	19,000	.4	RM	19,000	.4	RM	19,000	.4
Total	27,000	.5	Total	27,000	.4	Total	29,000	1.0	Total	29,000	1.0	Total	29,000	1.0

Long Term Goal Ia1: By September 30, 2002, 70% of formerly developed Monument lands, as of 1997, are restored, and 5% of targeted disturbances are contained.

Park lands, where natural processes have been significantly altered by past land development and the spread of invasive plant species, need to be restored to their natural condition. Impacts from such development practices directly affect other natural resources and can result in severe and persistent changes to habitat conditions and ecosystem functions. Successful restoration accelerates the recovery of the biological and physical components of the ecosystem, including soils, vegetation, and the geomorphic and hydrologic setting.

Exotic, alien, or non-native plant species threaten parks because they often replace native species, disrupt natural processes, and otherwise destroy natural systems.

What gets reported: 1. All effort expended in restoring or mitigating resource-related impacts that are associated with formerly developed lands and are identified as needing to be restored (see above) and all land restored, identified in acres. Parks should provide performance targets in acres. 2. All effort expended in containing or mitigating the impacts of invasive plants, and all land upon which the containment or mitigation occurred, identified in acres. Baseline acres (current infestations or past infestations requiring continued treatment) should be provided as well as containment performance targets in acres.

Disturbed lands measures the successful restoration of park lands identified in approved resource planning documents as of 1997 (National Resource Management Assessment Program (NR-MAP), resource management plans (RMP), general management plans (GMP), etc.) where past land uses significantly altered the landscape. Examples of such land use include: abandoned roads, abandoned mines, permitted mining activities, administrative use of sand and gravel, abandoned campgrounds, abandoned trails, and other abandoned sites or facilities targeted for restoration. This goal excludes routine restorations for active campgrounds or for social trail eradication or restoration of areas impacted by visitation. Invasive species measures the successful containment of invasive non-native plants that pose the greatest threat to native species and natural processes and for which effective treatments are available. The baselines for measurement are contained in the 1996 NR-MAP, resource management plans (RMP), general management plans, etc. Infestations (current infestations or past infestations requiring continued treatment) will be considered "contained" if the targeted species are eliminated or their populations constrained geographically. The baseline will not include any acreage added to national park system since the goal was established.

Baseline: **Goal Ia1A:** Total number of acres of land directly disturbed by land development, identified in FY 1997 as needing restoration.

Goal Ia1B: Total number of acres identified in FY 1997 as impacted by invasive non-native plants that pose the greatest threat to native species and for which effective treatments are available.

Unit measure: Acres (to the nearest whole acre)

Contact persons: Disturbed Lands - Dave Steensen (GRD) 303-969-2014
Invasive Species - Gary Johnston (NSMO) 202-208-5886

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL Ia1A & Ia1B MONUMENT ENVIRONMENT IS RESTORED AND MAINTAINED...				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
30% of the disturbed Monument lands, as of 1997, are restored, and a baseline of invasive species is available.	40% of the disturbed Monument lands, as of 1997, are restored and 1% of invasive species are controlled.	50% of the disturbed Monument lands, as of 1997, are restored, and 2% of invasive species are controlled.	60% of the disturbed Monument lands, as of 1997, are restored, and 3% of invasive species are controlled.	70% of the disturbed Monument lands, as of 1997, are restored, and 5% of invasive species are controlled.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Remove Hunt Club; begin site restoration. - Remove Cedar Creek Rubble Dam; begin site restoration. - Investigate resource violations and damages . 	<ul style="list-style-type: none"> - Continue restoration of sites. - Investigate resource violations and damages. - Plant native grasses along shoulders of new entrance road. - Obtain list of native, exotic, and invasive species within park. - Develop funding proposal to inventory and map exotic/invasive species in the park. 	<ul style="list-style-type: none"> - Continue restoration of sites. - Investigate resource violations and damages. - Implement exotic species inventory and mapping project. - Submit proposal for funding to restore borrow pit. 	<ul style="list-style-type: none"> - Continue restoration of sites. - Remove remote hunt club encampment along Congaree River. - Investigate resource violations and damages. - Develop environmental assessment and action plan for exotic plant reduction. - Implement phase I of exotic plant reduction program. 	<ul style="list-style-type: none"> - Continue restoration of sites. - Investigate resource violations and damages. - Implement phase I of exotic plant reduction program

Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt	8,000	.2	Mgmt	8,000	.2	Mgmt	8,000	.3	Mgmt	8,000	.3	Mgmt	8,000	.3
Admin	11,000	.1	Admin	11,000	.1	Admin	20,000	.3	Admin	20,000	.3	Admin	20,000	.3
Interp	1,000	.0	Interp	1,000	.0	Interp	2,000	.0	Interp	2,000	.0	Interp	2,000	.0
Prot	10,000	.2	Prot	10,000	.2	Prot	17,000	.3	Prot	17,000	.3	Prot	17,000	.3
Maint	18,000	.5	Maint	18,000	.5	Maint	20,000	.8	Maint	20,000	.8	Maint	20,000	.8
RM	42,000	.8	RM	49,000	.8	RM	63,000	1.4	RM	63,000	1.4	RM	63,000	1.4
Total	90,000	1.8	Total	97,000	2.6	Total	130,000	3.1	Total	130,000	3.1	Total	130,000	3.1

Goal Category II: Provide for the Public Enjoyment and Visitor Experience of Parks

Mission Goal IIa: Park visitors are satisfied with the recreational opportunities, facilities and accessibility within Congaree Swamp National Monument allowing for the maximum protection of the natural environment and the wilderness character of the Monument.

Visitor enjoyment and safety are affected by the quality of the Monument's facilities and services. Opportunities for recreation refers to convenient locations and times of operation which fit the visitors' schedules and travel needs. Facilities refers to a range of appropriate structures and recreational opportunities at several levels for those seeking various experiences. Accessibility for special populations refers to their accommodation where appropriate when visiting NPS facilities or participating in recreation activities in accordance with Uniform Federal Accessibility Standards.

Long Term Goal IIa1: By 2002, 95% of the park visitors are satisfied with the opportunities, information, facilities, and accessibility within Congaree Swamp National Monument consistent with the maximum protection of the natural environment and its wilderness character.

Monument facilities and services include a primitive campground, picnic area, foot trails, a wilderness canoe trail, and visitor contact station; interpretive talks, tours, rescue, crime prevention, and assistance. Visitor evaluations of recreational opportunities, information, facilities, and accessibility are important in making improvements. Feedback currently comes from the Visitor Survey Card (VSC) surveys.

What gets reported: All effort expended in preserving, protecting, restoring, maintaining, monitoring, or evaluating the park facilities that exist for the comfort and enjoyment of the park visitor, and all effort expended in providing programs and services directly to the public that benefit the visitor.

Service baseline visitor satisfaction information and past performance data comes from the Visitor Satisfaction Performance (VSP) Database. For consistent evaluation, visitors rating the quality of the facilities, services, and recreational opportunities as good and very good, will be defined as satisfied.

Baseline: At this time the servicewide baseline and performance information will come from the VSP annual surveys.

Unit measure: Percent of visitors satisfied.

Contact person: Troy Lissimore 404-562-3278

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IIa1 PARK VISITORS ARE SATISFIED WITH RECREATIONAL OPPORTUN.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
70% of the park visitors are satisfied with the opportunities, information, facilities, and accessibility within Congaree Swamp National Monument consistent with the maximum protection of the natural environment and its wilderness designation.	75% of the park visitors are satisfied with the opportunities, information, facilities, and accessibility within Congaree Swamp National Monument consistent with the maximum protection of the natural environment and its wilderness designation.	80% of the park visitors are satisfied with the opportunities, information, facilities, and accessibility within Congaree Swamp National Monument consistent with the maximum protection of the natural environment and its wilderness designation.	85% of the park visitors are satisfied with the opportunities, information, facilities, and accessibility within Congaree Swamp National Monument consistent with the maximum protection of the natural environment and its wilderness designation.	95% of the park visitors are satisfied with the opportunities, information, facilities, and accessibility within Congaree Swamp National Monument consistent with the maximum protection of the natural environment and its wilderness designation.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Maintain, operate and protect public use facilities (picnic area, campground, trails, boardwalks, visitor contact station). - Conduct and maintain visitor satisfaction survey. - Provide interpretive services. - Seek funding for park access road including partnerships, Challenge Cost Share, FHLP, etc. 	<ul style="list-style-type: none"> - Maintain, operate and protect public use facilities (picnic area, campground, trails, boardwalks, visitor contact station). - Conduct and maintain visitor satisfaction survey. - Provide interpretive services. - Partner with National Guard, Richland County, and The River Alliance to construct education & administration building. 	<ul style="list-style-type: none"> - Maintain, operate and protect public use facilities (picnic area, campground, trails, boardwalks, visitor contact station). - Conduct and maintain visitor satisfaction survey. - Provide interpretive services. - Partner with National Guard, Richland County, and The River Alliance to complete construction of education & administration building and park entrance. 	<ul style="list-style-type: none"> - Maintain, operate and protect public use facilities (picnic area, campground, trails, boardwalks, visitor contact station). - Conduct and maintain visitor satisfaction survey. - Provide interpretive services. 	<ul style="list-style-type: none"> - Maintain, operate and protect public use facilities (picnic area, campground, trails, boardwalks, visitor contact station). - Conduct and maintain visitor satisfaction survey. - Provide interpretive services.

Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt	15,000	.2	Mgmt	15,000	.2	Mgmt	16,000	.5	Mgmt	16,000	.5	Mgmt	16,000	.5
Admin	14,000	.2	Admin	14,000	.2	Admin	19,000	.5	Admin	19,000	.5	Admin	19,000	.5
Interp	10,000	.2	Interp	10,000	.2	Interp	20,000	.5	Interp	20,000	.5	Interp	20,000	.5
Prot	8,000	.1	Prot	10,000	.1	Prot	13,000	.2	Prot	13,000	.2	Prot	13,000	.2
Maint	90,000	1.5	Maint	90,000	1.5	Maint	90,000	1.4	Maint	90,000	1.4	Maint	90,000	1.4
RM	11,000	.2	RM	11,000	.2	RM	13,000	.2	RM	13,000	.2	RM	13,000	.2
Total	148,000	2.4	Total	150,000	2.4	Total	166,000	3.3	Total	166,000	3.3	Total	166,000	3.3

Long Term Goal IIa2: By September 30, 2002, maintain visitor safety incident rate at Monument's 1992 - 1996 average (.00001).

Visitors to natural or remote areas are often unfamiliar with hazards and their personal abilities to deal with the environment. Many of the visitors are from distant areas and do not have local assistance. People may experience heat exhaustion, drowning, falls, heart attacks, lose their way etc. Park staff must respond to these incidents to prevent the loss of life or to rescue people who have become lost or injured.

Crimes against people, property, cultural resources and natural resources occur at the Monument. Vehicle accidents occur. Monument staff must investigate and report crimes to successfully prosecute the perpetrators. Accidents must be investigated and reported. Staff must focus on prevention of crimes and accidents in order to provide a safe environment for Monument visitors.

This goal covers a wide and diverse variety of activities and effort in providing the visitor a safe and secure visit. The following facilities and services are examples that would apply if the primary reason they are provided, managed or maintained is to protect the visitor: grounds maintenance for security, health and sanitation systems, law enforcement, search and rescue, employee training (law enforcement, search and rescue, etc.), special events (protection, first amendment rights), etc.

This goal improves the safety and security of the park visitor. While visitor safety and security is affected by many things, this goal focuses on the park facilities and services provided to support a safe and enjoyable visit.

What gets reported: All effort expended in preserving, protecting, restoring, maintaining, monitoring, or evaluating the park facilities that are there for the protection of the park visitor, all effort expended in providing services that directly contribute to the safety and security of the visitor to the public such as protection, search and rescue, criminal investigations, and all effort in identifying, investigating, and correcting or mitigating sources of injury and property damage experienced by the visiting public. Parks provide the five year (1992 through 1996) average for visitor injury incidents as their baseline, parks also provide performance targets.

Baseline: The park's five year (1992 through 1996) average for visitor injury incidents.

Unit measure: Number of injury incidents.

Contact person: Carol Wadington 303-969-2650

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IIa2 MAINTAIN VISITOR SAFETY INCIDENT RATE :				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
Visitor safety incident rate is maintained at 1992 – 1996 average.	Visitor safety incident rate is maintained at 1992 – 1996 average.	Visitor safety incident rate is maintained at 1992 – 1996 average.	Visitor safety incident rate is maintained at 1992 – 1996 average.	Visitor safety incident rate is maintained at 1992 – 1996 average.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Conduct Law Enforcement patrols. - Investigate accidents and complete necessary reports. - Review all accidents and take appropriate actions (board of survey, safety mtg., etc.) - Annual law enforcement training, physical fitness program. - Maintain all rescue equipment. 	<ul style="list-style-type: none"> - Conduct Law Enforcement patrols. - Investigate accidents and complete necessary reports. - Review all accidents and take appropriate actions (board of survey, safety mtg., etc.) - Annual law enforcement training, physical fitness program. - Maintain all rescue equipment. 	<ul style="list-style-type: none"> - Conduct Law Enforcement patrols. - Investigate accidents and complete necessary reports. - Review all accidents and take appropriate actions (board of survey, safety mtg., etc.) - Annual law enforcement training, physical fitness program. - Maintain all rescue equipment. 	<ul style="list-style-type: none"> - Conduct Law Enforcement patrols. - Investigate accidents and complete necessary reports. - Review all accidents and take appropriate actions (board of survey, safety mtg., etc.) - Annual law enforcement training, physical fitness program. - Maintain all rescue equipment. 	<ul style="list-style-type: none"> - Conduct Law Enforcement patrols. - Investigate accidents and complete necessary reports. - Review all accidents and take appropriate actions (board of survey, safety mtg., etc.) - Annual law enforcement training, physical fitness program. - Maintain all rescue equipment.

Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt	20,000	.3	Mgmt	20,000	.3	Mgmt	25,000	.2	Mgmt	25,000	.2	Mgmt	25,000	.2
Admin	24,000	.2	Admin	24,000	.2	Admin	24,000	.2	Admin	24,000	.2	Admin	24,000	.2
Interp	10,000	.4	Interp	10,000	.4	Interp	10,000	.2	Interp	10,000	.2	Interp	10,000	.2
Prot	57,000	1.0	Prot	57,000	1.0	Prot	60,000	1.0	Prot	60,000	1.0	Prot	60,000	1.0
Maint	20,000	.5	Maint	20,000	.5	Maint	29,000	.8	Maint	29,000	.8	Maint	29,000	.8
RM	15,000	.3	RM	15,000	.3	RM	15,000	.1	RM	15,000	.1	RM	15,000	.1
Total	146,000	2.7	Total	146,000	2.7	Total	163,000	2.5	Total	163,000	2.5	Total	163,000	2.5

Mission Goal IIb: Park visitors and the general public understand and appreciate the preservation of the Monument and its resources for this and future generations.

Long Term Goal IIb1: By September 30, 2002, 80% of park visitors understand and appreciate the purpose and significance of the Monument.

This goal measures visitors' comprehension and appreciation of park resources and history.

Visitors' park experiences grow from enjoying the park and its resources to understanding why the park exists and the significance of its resources. Information, orientation, interpretation, and education are park activities that help visitors discover the most significant meanings to them in the park, and make connections between tangible natural and cultural resources and the intangible values which reside within the resources.

Using an annual statistical report, the National Park Service currently assesses the number of visitors participating in interpretive opportunities. A NPS baseline that will measure the percentage of visitors who actually learn and benefit from visitor services is being developed. A baseline indicator will be established through the visitor services studies currently on hand, and eventually through further use of assessment tools such as the Assessing Parks As Classrooms, Self-Critique: A Tool for Evaluating Interpretive Services, the customer evaluation card program, and focus groups. Based on currently available information, best professional judgment developed the target of 60% understanding and appreciating park significance. An adequate sample size (baseline) must be surveyed first. When the baseline is finalized, this goal may need revision. Funding for establishing the baseline is needed. The Associate Director for Park Operations and Education collects and compiles the data.

What gets reported: All effort expended in providing information and orientation, interpretation, and education services. These services include visitor center interpretive operations, interpretive talks and walks, historical demonstrations, education programs, and exhibits, films, videos, and printed materials. Performance will be assessed through a formal evaluation process using focus groups and an education assessment tool. Servicewide results will initially be determined from a sampling of parks.

Baseline: A servicewide baseline will be established in FY98 based upon initial focus group and assessments efforts of services provided.

Unit of measure: To be determined.

Contact person: Charles W. Mayo 202-565-1055

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IIb1 PARK VISITORS UNDERSTAND AND APPRECIATE THE MONUMENT.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
*% of the park visitors understand and appreciate the purpose and significance of the Monument. * Park does not have current baseline.	65% of the park visitors understand and appreciate the purpose and significance of the Monument.	75% of the park visitors understand and appreciate the purpose and significance of the Monument.	80% of the park visitors understand and appreciate the purpose and significance of the Monument.	80% of the park visitors understand and appreciate the purpose and significance of the Monument.

FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Plan, publicize, and conduct special events such as annual NatureFest, Harry Hampton Walk, seasonal canoe trips and Owl Prowls, March for Parks, etc. - Present interpretive programs. - Conduct Teacher Workshops and group tours for schools. - Complete Comprehensive Interp. Plan. - Increase interpretive programming options by training volunteers in presentation skills and about park resources. 	<ul style="list-style-type: none"> - Plan, publicize, and conduct special events such as annual NatureFest, seasonal canoe trips and Owl Prowls, March for Parks, etc. - Present interpretive programs. - Conduct Teacher Workshops and group tours for schools. - Promote Junior Ranger program. - Increase interpretive programming options by training volunteers in presentation skills and about park resources. - Partner with SC Occupational Info System to develop Teachers' Activity Guide for COSW. 	<ul style="list-style-type: none"> - Plan, publicize, and conduct special events such as annual NatureFest, seasonal canoe trips and Owl Prowls, March for Parks, etc. - Present interpretive programs. - Conduct Teacher Workshops and group tours for schools. - Promote Junior Ranger program. - Increase interpretive programming options by training volunteers in presentation skills and about park resources. - Develop pre-site video to be used with Teachers' Activity Guide. 	<ul style="list-style-type: none"> - Plan, publicize, and conduct special events such as annual NatureFest, seasonal canoe trips and Owl Prowls, March for Parks, etc. - Present interpretive programs. - Conduct Teacher Workshops and group tours for schools. - Promote Junior Ranger program. - Increase interpretive programming options by training volunteers in presentation skills and about park resources. 	<ul style="list-style-type: none"> - Plan, publicize, and conduct special events such as annual NatureFest, seasonal canoe trips and Owl Prowls, March for Parks, etc. - Present interpretive programs. - Conduct Teacher Workshops and group tours for schools. - Promote Junior Ranger program. - Increase interpretive programming options by training volunteers in presentation skills and about park resources.

Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE	Division	Funding	FTE
Mgmt	25,000	.2	Mgmt	20,000	.2	Mgmt	30,000	.2	Mgmt	30,000	.2	Mgmt	30,000	.2
Admin	4,000	.1	Admin	4,000	.1	Admin	10,000	.2	Admin	10,000	.2	Admin	10,000	.2
Interp	72,000	1.0	Interp	72,000	1.0	Interp	82,000	1.0	Interp	82,000	1.0	Interp	82,000	1.0
Prot	10,000	.1	Prot	5,000	.1	Prot	10,000	.1	Prot	10,000	.1	Prot	10,000	.1
Maint	2,000	.0	Maint	2,000	.0	Maint	5,000	.1	Maint	5,000	.1	Maint	5,000	.1
RM	22,000	.4	RM	22,000	.4	RM	10,000	.4	RM	10,000	.4	RM	10,000	.4
Total	135,000	1.8	Total	125,000	1.8	Total	147,000	2.0	Total	147,000	2.0	Total	147,000	2.0

Goal Category IV: Ensure Organizational Effectiveness

Mission Goal IVa: The Monument uses current management practices, systems, and technologies to accomplish its mission.

Long Term Goal IVa2: By September 30, 2002, 100% of employees within the 16 key occupational groups have essential competency needs identified for their positions.

The National Park Service has 16 key career fields with essential competencies identified for each. An essential competency is a knowledge, skill, or ability vital for an employee to perform effectively at his or her level in a career field.

The occupational groups pertinent to COSW include the following: Administration and Office Management Support; Interpretation and Education; Law Enforcement and Resource Protection; Maintenance; Cultural and Natural Resources Stewardship; Supervision; and Management and Leadership.

This goal ensures that permanent and term employees have appropriate career field training and developmental needs identified through formal needs assessments.

What gets reported: Number of employees within the 16 key occupational groups (baseline), and the projected number of employees to participate in a needs assessment.

Baseline: The total number of permanent and term employees in the 16 key occupational groups.

Unit of measure: Number of permanent and term employees.

Contact person: Ed Carlin 520-638-7989

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IVa2: ESSENTIAL COMPETENCIES ARE IDENTIFIED.														
FY 98 Annual Goal			FY 99 Annual Goal			FY 00 Annual Goal			FY 01 Annual Goal			FY 02 Annual Goal		
10% of permanent and term employees have participated in a servicewide training and development needs assessment.			40% of permanent and term employees have participated in a servicewide training and development needs assessment.			70% of permanent and term employees have participated in a servicewide training and development needs assessment.			90% of permanent and term employees have participated in a servicewide training and development needs assessment.			100% of permanent and term employees have participated in a servicewide training and development needs assessment.		
FY98 Annual Work Plan			FY99 Annual Work Plan			FY00 Annual Work Plan			FY01 Annual Work Plan			FY02 Annual Work Plan		
- Conduct training and development needs assessments for maintenance personnel.			- Conduct training and development needs assessments for interpretation personnel.			- Conduct training and development needs assessments for administration personnel.			- Conduct training and development needs assessments for resource management personnel.			- Conduct training and development needs assessments for law enforcement personnel.		
Funding	FTE		Funding	FTE		Funding	FTE		Funding	FTE		Funding	FTE	
Total	1,000	.1	Total	1,000	.1	Total	1,000	.1	Total	1,000	.1	Total	1,000	.1

Long Term Goal IVa3: By September 30, 2002, 100% of employee performance standards are linked to appropriate strategic and annual performance goals.

Every NPS employee has a Employee Performance and Results Report. Past performance plans have been task statements emphasizing individual outputs rather than individual contributions to the overall NPS mission or organizational outcomes. This goal directly ties individual performance goals to organizational outcomes. It implements the *NPS Strategic Plan* by connecting individual performance to organizational success.

What gets reported: The total number of permanent and term employees supervised (baseline), and the projected number of those employees having performance standards that meet the goal (performance target).

Baseline: The total number of NPS permanent and term employees supervised for the particular goal year.

Unit of measure: Number of employees.

Contact person: Lynn Smith 202-208-4581

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IVa3: PERFORMANCE STANDARDS ARE LINKED TO STRATEGIC GOALS.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
90% of permanent and term employees have performance standards linked to appropriate strategic and annual performance goals.	100% of permanent and term employees have performance standards linked to appropriate strategic and annual performance goals.	100% of permanent and term employees have performance standards linked to appropriate strategic and annual performance goals.	100% of permanent and term employees have performance standards linked to appropriate strategic and annual performance goals.	100% of permanent and term employees have performance standards linked to appropriate strategic and annual performance goals.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
- Meet with each employee to discuss and write performance standards that are product or outcome oriented and are linked to the park strategic plan.	- Meet with each employee to discuss and write performance standards that are product or outcome oriented and are linked to the park strategic plan.	- Meet with each employee to discuss and write performance standards that are product or outcome oriented and are linked to the park strategic plan.	- Meet with each employee to discuss and write performance standards that are product or outcome oriented and are linked to the park strategic plan.	- Meet with each employee to discuss and write performance standards that are product or outcome oriented and are linked to the park strategic plan.

Funding FTE			Funding FTE			Funding FTE			Funding FTE			Funding FTE		
Total	1,000	.1	Total	1,000	.1	Total	1,000	.1	Total	1,000	.1	Total	1,000	.1

Long Term Goal IVa4: By September 30, 2002, increase by 25%, over 1998 levels, the representation of underrepresented groups in each of the targeted occupational series in the NPS permanent workforce.

The National Park Service (NPS) workforce does not reflect the diversity of minorities, women, and individuals with disabilities identified in civilian labor force figures in certain occupational series. The NPS is committed to increasing diversity in the workforce, and will recruit and hire qualified minorities, women, and individuals with disabilities in all occupational series, but particularly in those targeted occupations and grade levels where they are underrepresented.

The targeted occupational series are 025 – Park Management, 083 – Police, 170 – Historian, 193 – Archeology, 301 – Administration and Programs, 401 – General Biological Science, 1010 – Exhibits Specialist, 1015 – Museum Curator, and 1640 – Facility Management.

What gets reported: The total number of employees in the targeted occupational series (baseline), and the number of employees who are members of underrepresented groups in the targeted occupational series (projected).

Baseline: Total number of employees in the targeted occupational series.

Unit of measure: Number of employees.

Contact person: Dianne Spriggs 202-208-7821

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IVa4: INCREASE WORKFORCE DIVERSITY.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
Increase representation of under-represented groups by 5%.	Maintain workforce that reflects the diversity of the local community and the civilian workforce.	Maintain workforce that reflects the diversity of the local community and the civilian workforce.	Maintain workforce that reflects the diversity of the local community and the civilian workforce.	Maintain workforce that reflects the diversity of the local community and the civilian workforce.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Check park statistics for under-representation. - Recruit at South Carolina HBCUs. 	<ul style="list-style-type: none"> - Check park statistics for under-representation. - Recruit at South Carolina HBCUs. 	<ul style="list-style-type: none"> - Check park statistics for under-representation. - Recruit at South Carolina HBCUs. 	<ul style="list-style-type: none"> - Check park statistics for under-representation. - Recruit at South Carolina HBCUs. 	<ul style="list-style-type: none"> - Check park statistics for under-representation. - Recruit at South Carolina HBCUs.

Funding FTE			Funding FTE			Funding FTE			Funding FTE			Funding FTE		
Total	5,000	.2	Total	5,000	.2	Total	5,000	.2	Total	5,000	.2	Total	5,000	.2

Long Term Goal IVa6A & IVa6B: Reduce by 50%, from the park 5-year (FY 1992 – FY 1996) average, the NPS employee lost time injury rate, and reduce the cost of new workers' compensation cases (COP) by 50% based on the park 5-year (FY 1992 – FY 1996) average costs.

The National Park Service has the worst safety record in the Department of Interior. Each year, the NPS temporarily loses approximately 6% of its employees due to work-related injuries and illnesses that take them off the job for more than one day (the lost time injury rate). Unsafe work practices account for approximately 90% of NPS employee accidents. Results of this goal will reduce the employee lost time injury rate (the rate of injuries resulting in employee lost time due to on-the-job injuries/illnesses), and the Continuation of Pay (COP) costs (the costs incurred by the park for injuries suffered on the job).

What gets reported: All effort spent to assure a safe workplace and safe work practices (OSHA related costs), and the park's five-year average lost time injury rate.

Baseline: For goal **IVa6A** employee injuries: the baseline is a 5-year (FY 1992 – FY 1996) average lost time injury rate. For goal **IVa6B** COP cost reduction: the baseline is a 5-year (FY 1992 – FY 1996) average cost of COP. WASO Risk Management Office provided the park with the baseline data.

Unit of measure: For goal **IVa6A** incident rate: the number of employees per 100 FTEs who experience a lost time occupational injury/illness. For goal **IVa6B** COP costs: The cost associated with hours of work missed by an employee (due to an on the job injury or illness) during the COP period.

Contact person: Carol Wadlington 303-969-2650

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IVa6A&B: LOST TIME INJURIES AND COP COSTS ARE REDUCED.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
Reduce by 10% the park's lost time injury rate and the cost of COP based on the park's 5-year averages.	Reduce by 20% the park's lost time injury rate and the cost of COP based on the park's 5-year averages.	Reduce by 30% the park's lost time injury rate and the cost of COP based on the park's 5-year averages.	Reduce by 40% the park's lost time injury rate and the cost of COP based on the park's 5-year averages.	Reduce by 50% the park's lost time injury rate and the cost of COP based on the park's 5-year averages.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Conduct unannounced safety inspections of work areas. - Implement "tail gate" safety sessions before and after work projects. - Establish safety bulletin board in office area. - Staff identify and attend appropriate safety training. - Train all staff and selected volunteers in First Aid & CPR. 	<ul style="list-style-type: none"> - Continue unannounced safety inspections of work areas. - Continue "tail gate" safety sessions before and after work projects. - Maintain up-to-date safety bulletin board in office area with seasonally appropriate materials. - Staff identify and attend appropriate safety training. - Train all staff and selected volunteers in First Aid & CPR. 	<ul style="list-style-type: none"> - Continue unannounced safety inspections of work areas. - Continue "tail gate" safety sessions before and after work projects. - Maintain up-to-date safety bulletin board in office area with seasonally appropriate materials. - Staff identify and attend appropriate safety training. - Train all staff and selected volunteers in First Aid & CPR. 	<ul style="list-style-type: none"> - Continue unannounced safety inspections of work areas. - Continue "tail gate" safety sessions before and after work projects. - Maintain up-to-date safety bulletin board in office area with seasonally appropriate materials. - Staff identify and attend appropriate safety training. - Train all staff and selected volunteers in First Aid & CPR. 	<ul style="list-style-type: none"> - Continue unannounced safety inspections of work areas. - Continue "tail gate" safety sessions before and after work projects. - Maintain up-to-date safety bulletin board in office area with seasonally appropriate materials. - Staff identify and attend appropriate safety training. - Train all staff and selected volunteers in First Aid & CPR.

Funding FTE			Funding FTE			Funding FTE			Funding FTE			Funding FTE		
Total	6,000	.4	Total	6,000	.4	Total	6,000	.4	Total	6,000	.4	Total	6,000	.4

Mission Goal IVB: The Monument increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

Long Term Goal IVb1: Increase by 10%, over the 1997 level, the number of volunteer hours.

This goal increases the total number of volunteer hours contributed to Congaree Swamp National Monument. During FY 1998, more than 400 volunteers contributed more than 15,270 hours of service at the Monument. Using a nationally accepted private sector value figure of \$13.74 per volunteer hour, the Monument realized a \$209,837 return on investment. The VIP program continues to be a major force in accomplishing the park's mission. Approximately 95% of the visitor center information desk duty is accomplished through volunteers. In 1998, National Guard Civil Engineering units from South Carolina, Pennsylvania, and Ohio constructed the Monument's first publicly owned entrance road. The National Guard provided all the skilled personnel and heavy equipment for the project.

What gets reported: The total number of hours contributed to the volunteer program and performance targets. All effort spent to coordinate and manage volunteer services.

Baseline: The 1997 total number of hours contributed to the Monument program.

Unit of measure: Hours.

Contact person: Joy Pietschmann 202-565-1050

ANNUAL PERFORMANCE PLANS (APP) FOR LONG TERM GOAL IVb1: INCREASE NUMBER OF VOLUNTEER HOURS.				
FY 98 Annual Goal	FY 99 Annual Goal	FY 00 Annual Goal	FY 01 Annual Goal	FY 02 Annual Goal
Increase the number of volunteer hours by 2% over the 1997 level.	Increase the number of volunteer hours by 4% over the 1997 level.	Increase the number of volunteer hours by 6% over the 1997 level.	Increase the number of volunteer hours by 8% over the 1997 level.	Increase the number of volunteer hours by 10% over the 1997 level.
FY98 Annual Work Plan	FY99 Annual Work Plan	FY00 Annual Work Plan	FY01 Annual Work Plan	FY02 Annual Work Plan
<ul style="list-style-type: none"> - Recruit new volunteers through local media and word of mouth. - Train new volunteers. - Plan and conduct VIP Appreciation and Awards Ceremony. - Identify new ways to utilize VIPs. - Recognize work of "retiring" VIPs with letters and/or awards. 	<ul style="list-style-type: none"> - Recruit new volunteers through local media and word of mouth. - Train new volunteers. - Plan and conduct VIP Appreciation and Awards Ceremony. - Identify new ways to utilize VIPs. - Recognize work of "retiring" VIPs with letters and/or awards. 	<ul style="list-style-type: none"> - Recruit new volunteers through local media and word of mouth. - Train new volunteers. - Plan and conduct VIP Appreciation and Awards Ceremony. - Identify new ways to utilize VIPs. - Recognize work of "retiring" VIPs with letters and/or awards. 	<ul style="list-style-type: none"> - Recruit new volunteers through local media and word of mouth. - Train new volunteers. - Plan and conduct VIP Appreciation and Awards Ceremony. - Identify new ways to utilize VIPs. - Recognize work of "retiring" VIPs with letters and/or awards. 	<ul style="list-style-type: none"> - Recruit new volunteers through local media and word of mouth. - Train new volunteers. - Plan and conduct VIP Appreciation and Awards Ceremony. - Identify new ways to utilize VIPs. - Recognize work of "retiring" VIPs with letters and/or awards.

Funding FTE			Funding FTE			Funding FTE			Funding FTE			Funding FTE		
Total	5,000	.4	Total	5,000	.4	Total	5,000	.4	Total	5,000	.4	Total	5,000	.4

APPENDIX I

Human and Fiscal Resource Projections FY 2000

DIVISION	FTE	FUNDING
Management	1.5	90,000
Administration	1.5	85,000
Protection	2.0	125,000
Interpretation	2.0	119,000
Maintenance	3.5	150,000
Resource Management	3.5	160,000
Total Projection	14.0	724,000

APPENDIX II

Key External Factors

The “health” of the Monument’s bottomland hardwood ecosystem is dependent on the quality of the Congaree River which runs through several major metropolitan areas including Columbia, SC.

Changing demographics of park visitors and the general public challenge us to find new and relevant means of providing interpretive/educational services.

Citizen Action and Land Rights groups will require us to develop effective means of communicating NPS goals and policies to such groups and the public with methods that incorporate tactful resolve.

APPENDIX III

Program Evaluation and Reporting Schedule

The GPRA-required Annual Performance Report (APR) provides useful and useable information that allows the National Park Service, Congress, taxpayers, and friends groups to know how well the annual goals were met. It shows what happened and why. Knowing and understanding why goals were achieved (or not) is essential for good management. Reporting performance measures without analysis is of little use.

APRs will consist of two parts:

1. a report on the progress made toward meeting last fiscal year's annual performance plan;
2. an analysis of the present fiscal year's annual performance plan with an identification of continuing goals from the last fiscal year and an identification of disparities that caused the park to not reach one or more of its annual goals.

From a servicewide perspective, the evaluation of results from each park and program at the annual goal level must be reported up with clear linkages to the servicewide long-term goals and mission goals.

The preliminary and final Annual Performance Plans and Annual Performance Reports need to be prepared according to the following schedule:

Fiscal Year	Preliminary Ann Perf Plan	Final Ann Perf Plan	Preliminary Ann Perf Report	Final Ann Perf Report
1998	(none)	9/97	8/98	3/99
1999	10/97	9/98	8/99	3/00
2000	11/97	9/99	8/00	3/01
2001	11/98	9/00	8/01	3/02
2002	11/99	9/01	8/02	3/03

The Strategic Plan will be revised every three years.

APPENDIX IV

Consultation While Developing Plan

This plan was prepared by the Monument staff in consultation with interested members of the public who attended a Management Objective Workshop (community based planning) on July 9 - 10, 1996. Participants included interested citizens, members of the academic and political communities, park neighbors, businessmen, Monument volunteers, National Park Service representatives from the Southeast Regional Office, and representatives from other state, local, and federal agencies. During the session, participants discussed the park's purpose, significance, and issues. Management Objectives were written related to four categories, including (1) preservation of natural resources, (2) visitor experience, (3) adjacent land use, and (4) interpretation. These objectives are reflected in the Monument's strategic plan.

APPENDIX V

Definitions of Terms

Inputs-- resources used in producing an output or outcome (for example: personnel, materials, time, and funding)

Output-- activity or effort (product or services) produced or provided over time or by a specific date (for example: timeliness)

Outcome-- description of the result, effect, or consequence from carrying out a program or activity (output)

Outcomes:

Mission Goals-- continue indefinitely, are inclusive of all that the National Park Service does

Long-term Goals-- for five years (range of 3 to 20 years), not inclusive; used for performance measurement and used as linkages to budget (equivalent to GPRA "general goals")

Annual Goals-- for one fiscal year, specific, not inclusive, used for performance measurement and linkages to personnel

Resources-- (1) natural and cultural: as in preserve the resources and what condition are they in; (2) the organization's fiscal and human resources: as in what is the availability